



## **Berwick Junior Football Club Committee of Management**

### **Disputes and Mediation**

From time to time we understand that disputes can arise in a game as passionate as football.

Therefore, as the season is fast approaching, we think this is an opportune time to advise all members about our disputes and mediation procedure. We seek to resolve all issues to the satisfaction of the members and Committee in a timely fashion. All members have a responsibility to participate in reasonable actions to resolve issues and therefore we ask that you assist in this by following the procedure outlined below. Further information is available in the club Articles of Association and Operating Guidelines.

### **Procedure**

1. Any person wishing to raise an issue shall do so, in writing wherever practicable, to the first point of contact below:

<b>Complaint/Issue</b>	<b>First point of contact</b>
Football or team related	Coach, Team Manager or where this is not feasible, a Committee Member
General nature	Committee Member

2. As soon as possible after an issue has been reported, the Coach, Team Manager and/or Committee Member and the claimant, must meet and try to resolve the matter. The Coach and/or Team Manager may at any time call on Committee Members for assistance.
3. For football or team related issues, where the initial parties cannot resolve the issue, the Coach and/or Team Manager should refer the matter to the Committee through a member of the Coaching Committee, President or Secretary as soon as possible.
4. If, after 14 days, the matter is still not resolved, a Committee member who is not a party to the dispute, or another suitable independent person will be appointed by the committee as a mediator. The mediator will work with the parties to resolve the issue within 10 days. Please note the consent of the Committee must be obtained before any external parties are involved in the resolution of Club issues and only the Club President is authorized to make public statements on behalf of the Club.

5. If the mediation process does not result in the dispute being resolved, the parties may seek to resolve the dispute in accordance with the Associations Incorporation Act 1981 or otherwise at law.
6. Where a dispute involves serious breaches of the club code of conduct the committee may take disciplinary measures against a member of the club.

Any football or team related issue reported to the Committee, where the Coach and/or Team Manager has not been given the initial opportunity to resolve any such issue, will be referred back to the Coach and/or Team Manager.

All persons must take reasonable actions to avoid situations that could cause serious injury or harm to the health of players, officials or the public. If any hazard is identified the Committee is to be informed as soon as possible.

In the interest of the safety of junior players the Committee of Management reserves the right to request a stop and/or abandonment of any game that players of the Berwick Junior Football Club Inc. may be participating in.

### **Principles in resolving disputes**

In attempting to resolve any issue, all parties should take into account the following factors:

- The extent of the issue, ie, if it is likely to have a wider effect in the Club.
- The number of players or teams affected.
- Whether appropriate temporary measures are possible or desirable.
- The expected time before the issue can be addressed.
- What resources may be needed to resolve the issue.

Trevor Byrne  
Club President

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